GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:2408
ANSWERED ON:14.12.2015
Salaries of Guest Teachers
Sanghamita Dr.(Smt.) Mamtaz

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) whether the Government has taken note that there is discrepancy in salaries of Guest/Contract teachers working in different institutions/colleges in the country and they are underpaid also;
(b) if so, the details thereof along with the guidelines/rules framed by the Government in this regard; and
(c) the corrective steps taken/being taken by the Government in this regard to ensure enhancement of salary of teachers/ faculty engaged on guest/contract teachers in different universities and colleges?

Answer

MINISTER OF HUMAN RESOURCE DEVELOPMENT
(SMT. SMRITI ZUBIN IRANI)

(a) to (c): The University Grants Commission (UGC) has informed that as per the UGC (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the maintenance of Standards in Higher Education) Regulations, 2010 the fixed emoluments paid to contract teachers, appointed as per the provisions of the regulation, should not be less than the monthly gross salary of a regularly appointed Assistant Professor.
The regulations further state that the teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her/him on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to child care leave; sabbatical leave etc.
The UGC has further informed that it had accepted the recommendation of VI Pay Review Committee and issued revised guidelines for the scheme of appointment/ honorarium of Guest/ part-time Teachers, vide letter dated 6th February, 2010, to all Central/Deemed/State Universities, State Education Secretaries and Regional Offices of UGC. The guidelines prescribe that Guest/ part-time Teachers who possess the minimum qualification for the post of an Assistant Professor should be paid Rs.1000/- per lecture to a maximum of Rs. 25,000/- per month.
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